



State of California – The California Natural Resources Agency
Department of Water Resources



CHIEF COUNSEL
\$9,978 - \$14,409 per month

Exempt Appointment

Final Filing Date: January 8, 2016

The California Department of Water Resources (DWR) is responsible for protecting, conserving, developing, and managing much of California's water supply including the State Water Project which provides water for 25 million residents, farms, and businesses. Working with other agencies and the public, DWR develops strategic goals, along with near and long-term actions to conserve, manage, develop, and sustain California's watersheds, water resources, and management systems. DWR also works to prevent and respond to floods, droughts, and catastrophic events that would threaten public safety, water resources and management systems, the environment and property.

The Office of the Chief Counsel (OCC) provides a wide variety of legal services throughout DWR. The OCC prepares legal opinions and advises the Director and other departmental staff on legal matters involving the Department's activities. It also prepares and reviews legal documents including contracts, briefs, orders, resolutions of necessity, leases, use permits, environmental documents, and research memoranda.

POSITION DESCRIPTION

The Chief Counsel provides legal advice and counsel to the Director of DWR and its constituent divisions and programs and is responsible for the following specific duties:

- Plan, organize, direct, coordinate, and review the work of the OCC.
- Oversee the legal work and legal representation of the DWR.
- Provide legal advice to the Director and the Department's management.
- Work in close collaboration with the Natural Resources Agency, The Governor's Office and other state and federal agencies.
- Work with the Office of the Attorney General and other legal offices concerning legal matters involving the Department, including litigation in federal and state courts.
- Represent DWR before State boards and commissions.
- Provide advice in regard to the avoidance and defense of litigation, including areas involving water rights; environmental law; property rights; endangered species law; energy; contracts; torts and inverse condemnation; hearings and negotiations relating to employee adverse actions and labor relations matters; and regarding the sale and administration of general obligation and revenue bonds.
- Draft and analyze legislation.
- Manage and direct the staff of the OCC.
- Serve as a member of the senior staff which is responsible for the development and implementation of the Departments organization and policy.

DESIRABLE QUALIFICATIONS

The Chief Counsel must be a highly competent and experienced professional with a demonstrated record of successful legal, managerial and policy accomplishments. Qualified candidates will be expected to work well within an environment of complex and challenging policy demands and possess a high level of integrity. In addition, the Chief Counsel must also possess the following knowledge, characteristics, and competencies:

- Knowledge of legal principles and their applications, legal research methods, court procedures, rules of evidence and procedure, administrative law and the conduct of proceedings before administrative bodies.
- Knowledge of many of the following subject matter areas: water rights, water quality, environmental law, contract principles, endangered species law, energy law, employment law, real property, bond financing, or construction law.
- Possess a high level of initiative, dependability, tact, sound judgment, and adaptability.
- High ethical standards, a person of exceptional character who naturally earns confidence and trust of others.
- Has excellent communication, negotiation, and collaboration skills and is able to work effectively with diverse groups of people at high policy influencing levels.
- Demonstrated ability to plan, organize, monitor, and direct multidisciplinary staff.

CONDITIONS OF EMPLOYMENT

The Chief Counsel is appointed by the Governor and is an "Exempt" position; therefore, appointment to this position and salary are subject to Governor's Office approval.

The incumbent must be an active member of the State Bar of California.

COMPENSATION AND BENEFITS

Salary Range: \$9,978 - \$14,409

Benefits: Medical, dental, vision, life insurance, retirement program under the California Public Employees' Retirement System (CalPERS), vacation and sick leave or annual leave, and 11 holidays observed annually.

HOW TO APPLY

Qualified persons must complete and file an appointment application online with the Governor's Office http://gov.ca.gov/s_appointmentsapplication.php.

In addition, a resume, a State application (Std. 678), and a two-page statement of qualifications must be submitted to:

Department of Water Resources
Attention: Kathie Kishaba
1416 Ninth Street, Room 1115-19
Sacramento, California 95814
(kathie.kishaba@water.ca.gov)

For further information regarding this position, please contact Cynthia Pierson at (916) 653-6743 or via email at cynthia.pierson@water.ca.gov.